

PAY DIFFERENTIAL 388
PAY DIFFERENTIAL EDUCATIONAL INCENTIVE PAY -
CALSTRS EXCLUDED EMPLOYEE

Established: 08/02/07

CLASS TITLE	CLASS CODE	CB/ID	RATE	EARNINGS ID	DEPARTMENT
Investment Director, California State Teachers' Retirement System	4694	M01	5%	8EN	California State Teachers' Retirement (CalSTRS)
Portfolio Manager, State Teachers' Retirement System	4697				

CRITERIA

Permanent full-time employees in the above classes who are employed at the California State Teacher's Retirement System who possess professional certification in one of the listed designations will receive this differential pay:

- Chartered Financial Analyst (CFA)
- Certified Commercial Investment Member (CCIM)
- Financial Risk Manager (FRM)
- Certified Investment Management Analyst (CIMA)
- Chartered Alternative Investment Analyst (CAIA)

Employees are eligible for only one 5% (per month) base pay differential regardless of the number of certifications achieved.

IF APPLICABLE, SHOULD PAY DIFFERENTIAL BE:

PRO RATED	Yes
SUBJECT TO QUALIFYING PAY PERIOD	No
ALL TIME BASES AND TENURE ELIGIBLE	No
SUBJECT TO PERS DEDUCTION	No

INCLUSION IN RATE TO CALCULATE THE FOLLOWING BENEFIT PAY

OVERTIME	N/A
IDL	Yes
EIDL	N/A
NDI	Yes
SDI	N/A
LUMP SUM VACATION	Yes
LUMP SUM SICK	Yes
LUMP SUM EXTRA	Yes